

## **ADDENDUM**

to the  
**2011-2016 Collective Negotiations Agreement**  
between the

**COUNTY OF GLOUCESTER**

and the

**GLOUCESTER COUNTY SUPERIOR OFFICERS' ASSOCIATION, INC.,  
FRATERNAL ORDER OF POLICE LODGE NO. 165**

**WHEREAS**, the County of Gloucester ("County") is a body corporate and politic in the State of New Jersey; and

**WHEREAS**, the Gloucester County Superior Officers' Association, Fraternal Order of Police Lodge No. 165 ("FOP") is the exclusive representative of the sworn corrections lieutenants employed by the County and exists for the purpose of dealing with the County regarding the negotiation and enforcement of rates of compensation, benefits, hours of work, and other terms and conditions of employment; and

**WHEREAS**, the FOP is a labor organization and representative within the meaning of N.J.S.A. 34:13A-3(c); and

**WHEREAS**, the County employs the individual members of the FOP and, as such, is an employer within the meaning of N.J.S.A. 34:13A-3(c); and

**WHEREAS**, the County FOP are parties to a collective negotiations agreement that commenced on January 1, 2011 and which expires on December 31, 2016; and

**WHEREAS**, for purposes of efficiency and economy, the County desires to have the bereavement language contained within the parties' current collective negotiations agreement mirror the bereavement language contained in other such agreements; and

**WHEREAS**, the FOP desires to correct a drafting error within that same agreement that caused the inadvertent omission of Article "X," Section "F.2." ("Sick-Leave Redemption") from the parties' previous collective negotiations agreement.

**NOW, THEREFORE**, in consideration of the mutual covenants contained herein, the County and the FOP agree to amend the 2011-2016 collective negotiations agreement as follows:

1. Article "X" ("SICK LEAVE") shall be amended to read:

***H. SICK-LEAVE REDEMPTION.** For all corrections officers hired by the County before October 1, 2012 who are subsequently promoted to*

*the rank of lieutenant, fifty percent (50%) of all accumulated sick time shall be paid upon retirement up to a maximum of fifteen thousand dollars (\$15,000). No corrections officer hired by the County on or after October 1, 2012 who is subsequently promoted to the rank of lieutenant shall receive any benefit under this subsection.*

*1. Article "XI" ("BEREAVEMENT LEAVE") shall be amended to read:*

*A. Employees shall be entitled to the following bereavement leave per incident with pay for the death of immediate family members, family members, or persons who reside in the Employee's household.*

- 1. Employees shall be entitled to four (4) days of bereavement leave per incident with pay for the death of the employee's mother, father, step-mother, step-father, spouse, domestic partner, child, or step-child.*
- 2. Employees shall be entitled to three (3) days of leave per incident with pay for the death of the mother-in-law, father-in-law, sister, brother, step-sister, step-brother, grandmother, grandfather, grandchild, foster child, sister-in-law, brother-in-law, aunt, or uncle of the employee or the employee's spouse or domestic partner, as well as for the death of any other relative of the employee or of the employee's spouse or domestic partner that resides in the employee's household.*
- 3. Employees shall be entitled to one (1) day of leave per incident with pay for family members not defined above if the Employee is scheduled to work.*
- 4. Documentation for approved bereavement leave shall be provided no later than seven working days from the date returned to work.*

*B. Employees who request an extension of Bereavement Leave beyond the established number of days shall have such extensions charged to accumulated unused Vacation/Sick and Administrative Leave. If an employee has exhausted all unused Vacation/Sick and Administrative Leave, extended Bereavement Leave shall be considered as a request for Leave of Absence without pay.*

This Addendum is hereby executed by the duly authorized representatives of the parties.

FOP LODGE NO. 165

By: [Signature]  
Name: Michael Dolbow  
Date: 4/18/13

COUNTY OF GLOUCESTER

By: [Signature]  
Name: Chad M. Bane  
Date: 4/15/13

FOP LODGE NO. 165

By: [Signature]  
Name: Wesley E. Haskins  
Date: 4/18/13

COUNTY OF GLOUCESTER

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Date: \_\_\_\_\_